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ABSTRACT

This survey reports full-time salaries (exclusive of fringe benefits) of the 5,714 professional staff members in 90 of ARL's 94 academic libraries. Information is provided on salaries by position, sex, minority group membership, and the geographical location, size, and type of institution. There are tables for median and beginning professional salaries in ARL (Association of Research Libraries) Libraries listing the institutions both alphabetically and in rank order by median salary, and a table of personnel distribution by salary level. Explanatory footnotes to the reported figures are provided when necessary. (Author/JAB)

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ARL
ANNUAL SALARY SURVEY
1976-1977

Compiled by

Suzanne Frankie

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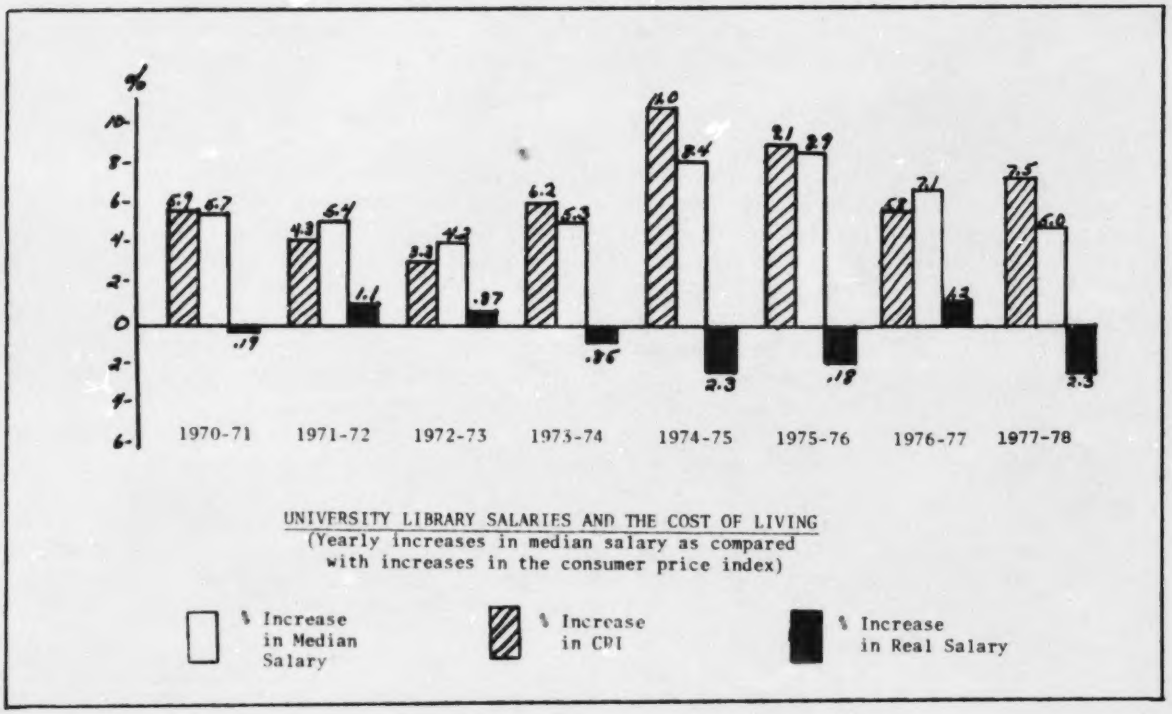
INTRODUCTION

ARL has expanded its Salary Survey this year to include, besides its traditional tabulation of median and beginning professional salaries for budgeted positions in all ARL libraries, supplementary tables listing average salaries for the filled positions in ARL's academic libraries. For the first time we are publishing information on ARL salaries by position, sex, minority group membership, and the geographical location, size, and type of institution.

Although the salary figures last year indicated that ARL professional librarians would experience a 3.8% increase in purchasing power during 1976-77, the actual increase was only 1.2%. Even this modest improvement may not last, for, as is shown below, 1977-78 projections indicate that the purchasing power of ARL university librarians will decline by 2.3%. This would be a low matched only by conditions in 1974-75.



*Note that throughout this report 1969-70 is used as the base year in computing indices.

The data displayed in the supplementary tables beginning on page 31 show the staffing and compensation levels for 90 of ARL's 94 academic libraries,* analyzed by sex and position. The data make possible many kinds of analyses. For example:

1. Table 1 shows that, of the 5714 professional staff members employed in the 90 libraries, 62% (3521) are women and 38% (2193) are men.

2. There are a number of imbalances in the distribution of staff by sex and position, particularly at the top administrative levels (Directors, Associate Directors, Assistant Directors, and Heads of Law and Medical Libraries). Men occupy 72% of these positions, while women hold only 28%. Conversely, there is a disproportionate number of female department heads, particularly in Reference (71%), Cataloging (80%), and Serials (74%). The table below shows the percentage distribution for each position.

POSITION	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
WOMEN	10	24	32	38	61	50	43	71	80	55	74	59	55	36	63	73	71	70	71
MEN	90	76	68	62	39	50	57	29	20	45	26	41	45	64	37	27	29	30	29

3. As shown in Table 1, the average salary for men is higher than that for women in 16 of the 19 categories (Heads of the Serials, Documents, and Circulation Departments are the only exceptions).

It should be noted that, for most categories we have not attempted to correlate salary levels with the number of years' experience employees have had on their jobs. The importance of these variables thus remains somewhat unclear. However, the categories under "Other Professionals" have been analyzed by years of experience and do provide a basis for comparing salaries based on this factor:

4. When the experience factor is taken into account, men in the "Other Professional" categories earn an average of 4% more than women (See Table 1, categories 16-19). It is also possible to discern from the "Other Professional" figures that women are much more likely than men to remain in non-administrative positions over an extended period of time (i.e., 71% versus 29% for categories 16-19, as shown in the table under 2. above).

5. The 83 U.S. academic libraries which reported figures on minorities indicated that, of the 5183 professional librarians they employ, 9% were members of minority groups. Among minority employees, men earn higher average salaries in nine of the 14 categories in which both minority men and women are employed. (See Table 2).

*Salary information for Chicago, Harvard, Illinois, and Yale is not included in the supplementary tables .

The 21 minority librarians in top administrative positions (categories 1-4) earn an average of $26,572, somewhat less than the 456 non-minority librarians in these categories, who earn an average of $27,190. In seven of the remaining 15 categories, minority librarians earn higher average salaries than do all librarians combined (See Tables 1 & 2). Caution should be exercised in drawing comparisons and inferences here, since the number of minority staff in each category is so small compared to the total number.

We have not published separate tables with information on salaries of minority librarians by institution type, size, or geographical location because, again, the number of individuals involved is small.

6. In every position except Director, Assistant Director, and Heads of Medical and Law Libraries, librarians in public institutions earn higher average salaries than librarians in private institutions. (See Table 5).

7. With a few exceptions, bigger libraries (as measured by size of staff) pay more (See Table 6).

8. Generally speaking, librarians in the Pacific region earn the most, while librarians in the East South Central region earn the least. The average salary for positions 5-9 combined is highest in the Pacific region, and then descends in the following order: Middle Atlantic, East North Central, Midwest, West North Central, Northeast, West South Central, South Atlantic, and, finally, the East South Central region. (See Table 7).

The observations above are made primarily to indicate some of the kinds of analysis possible using the data compiled this year for the ARL salary survey. Since this was the first attempt to expand the survey significantly, and since the collection and display of the data involve a series of compromises which affect the data, a number of special comments are in order here.

First, not all of the data were gathered at the same time, because different institutions operate on different fiscal years. Consequently, some institutions may have raised salaries since the data were collected.

Second, the data record salaries only. They do not include other compensation which may more than offset the differences in salaries between two institutions. It seems obviously desirable to expand the data base to include fringe benefits, but the practical difficulties are great. The range of definitions of fringe benefits effectively prevents the collection of consistent and reliable data. If readers desire to make direct comparisons between two or more institutions, they may consult the survey of the American Association of University Professors to obtain some idea of fringe benefits. This method is not foolproof either, but AAUP has been able to check its data more fully than ARL.

Third, the position categories chosen are admittedly arbitrary. They are an effort to capture what "most" libraries do, though this inevitably compels some reporting institutions with different position assignments to force their data into the survey pattern. This produces some distortions which are impossible to measure, e.g. it may inflate the "Other Professional" category and deflate the "Department Head" categories.

Fourth, the information for minorities is not as precise as one might wish. The definition called for in the questionnaire is the same as that used by the Equal Employment Opportunity Commission, but no attempt has been made to isolate particular minorities. The numbers are so small that this would tend to permit the identification of individuals, and, under our rules of procedure, the data would then have to be suppressed.

Despite all of these limitations, the data displayed here nevertheless constitute the best information on ARL salaries currently available. Ultimately the test of worth for an effort such as this is utility over time. We plan to assess the extent to which the benefits derived from this extra effort are worth the resources spent collecting and processing the data.

Finally, for their assistance and advice in the preparation of this survey, a special note of appreciation is due to the library staff of the University of Massachusetts, Amherst, and particularly Richard J. Talbot, Director, and Ann von der Lippe, Research Assistant to the Director.

Suzanne O. Frankie
November 21, 1977

EXPLANATORY NOTES FOR PART I OF THE SURVEY

1. This survey reports professional salaries for the fiscal year 1976-77, as well as for the new fiscal year. For most libraries this means the survey will cover budgeted positions for the period July 1, 1976 through June 30, 1977, and July 1, 1977 through June 30, 1978.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for all professional positions, whether filled or unfilled.

4. Salaries are reported for full-time positions only.

5. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

6. The salary figures are straight gross salary figures. Fringe benefits are not included.

7. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

8. The median salaries for the total number of positions in both university and nonuniversity libraries are approximations. Exact medians are not indicated because individual salaries are not reported, only salary ranges.

9. Explanatory footnotes to the reported figures are provided when necessary.

EXPLANATORY NOTES FOR PART II OF THE SURVEY

1. This part of the survey is concerned with salaries for the fiscal year 1976-77 only.

2. Salaries are reported for filled positions only.

3. Explanatory notes 4-6 for Part I of the survey apply here also.

4. Position Titles. The position categories used in this part of the survey are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature.

We recognize the problems created by using this or any other position classification scheme. We would appreciate your comments and suggestions for improving the categories used here.

a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, include him/her with higher salaried group.

b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Sciences, etc.

c. Specialists. These are of two kinds: Subject specialists who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. These latter may not be strictly speaking, professional librarians (i.e., have the MLS).

d. Department Heads. Department heads not specifically included elsewhere are included in the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative responsibility. Experience is defined as full-time experience as a professional.

5. Minorities (Table 2). Use Equal Employment Opportunity Commission's EEO-1 Report categories: Black, Hispanic, Asian or Pacific Islanders and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114 - Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns h aded by dates show number of budgeted professional staff by salary level shown in left hand column.

Figures in columns headed by % show the percent of budgeted positions with salaries equal or above first figure shown in the salary range column (e.g., in 1976 18% of the university librarians earned $20,000 or more).

GP.	SALARY RANGE	UNIVERSITY LIBRARIANS				NON-UNIVERSITY LIBRARIANS			
		1976	%	1977*	%	1976**	%	1977***	%
	$45,000 or more	6		12		67		N/A	N/A
	44,000---44,999	4		7		10			
	43,000---43,999					15	2		
	42,000---42,999	9		8		7			
	41,000---41,999	3		7		4			
	40,000---40,999	2		8		16			
	39,000---39,999	11		9		21	3		
1	38,000---38,999	4		7		15			
	37,000---37,999	13		9	1	26	4		
	36,000---36,999	16	1	18		28			
	35,000---35,999	13		11		10	5		
	34,000---34,999	16		17		27			
	33,000---33,999	11		14		42			
	32,000---32,999	16		23	2	39			
	31,000---31,999	19	2	26		35			
	30,000---30,999	18		40	3	22	9		
	29,000---29,999	32		38		71			
	28,000---28,999	50	3	30	4	64	12		
2	27,000---27,999	30	4	52	5	46	13		
	26,000---26,999	52		75	6	68	15		
	25,000---25,999	76	6	89	7	114	17		
	24,000---24,999	97	7	128	9	111	20		
	23,000---23,999	128	9	102	11	171	24		
3	22,000---22,999	101	11	171	14	102			
	21,000---21,999	190	13	294	18	195	30		
	20,000---20,999	270	18	237	22	177	34		
	19,000---19,999	242	21	329	27	174	38		
	18,000---18,999	368	27	371	33	223	44		
4	17,000---17,999	405	33	441	40	357	51		
	16,000---16,999	488	40	548	48	152	56		
	15,000---15,999	648	50	651	59	285	62		
	14,000---14,999	644	60	730	70	431	72		
	13,000---13,999	729	71	651	80	352	80		
5	12,000---12,999	790	83	595	90	352	88		
	11,000---11,999	594	92	393	96	494	99		
	10,000---10,999	366	98	197	99	10			
	9,500--- 9,999	65	99	38		1			
	9,000--- 9,499	43		7	100				
6	8,500--- 8,999	14	100			1	100		
	8,000--- 8,499								
	Total Positions	6583		6383		4335			
	Median Salary	$15,000		$15,750		$15,000			

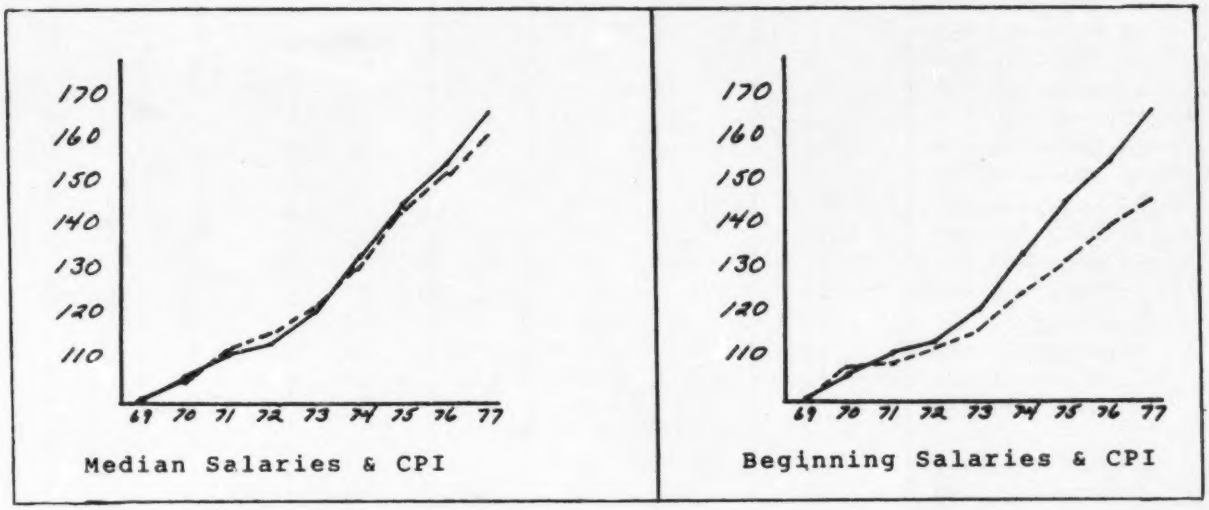
*Excludes Oregon, Rutgers, and Wayne State.

**Excludes New York Public Library

***Inadequate data received for 1977.

ANALYSIS OF SALARIES - ARL UNIVERSITY LIBRARIES

The chart and graph here convert into index numbers salary figures for the past 8 years and compare these numbers to the consumer price indices (CPI) which also have been converted using 1969-70 as the base year.



——— Consumer Price Indices

-------- Salary Indices

Year	No. of Libs.	Staff	Median Salary	Median BPS	Median Sal. Index	BPS Index	Consumer Price Index
1977-78	91[1]	6,383	$15,750	$11,000	162.4	146.7	166.9[2]
1976-77[3]	92	6,577	15,000	10,500	154.6	140.0	155.3
1975-76	94	6,522	14,000	10,000	144.3	133.3	146.8
1974-75	88	6,303	12,850	9,387	132.5	125.1	134.5
1973-74	82	6,102	11,850	8,800	122.2	117.3	121.2
1972-73	81	6,009	11,250	8,500	116.0	113.3	114.1
1971-72	78	5,738	10,800	8,200	111.3	109.3	110.5
1970-71	78	5,790	10,250	8,000	105.7	106.7	105.9

[1] Excludes Oregon, Rutgers and Wayne State University.
[2] As of August 1977.
[3] Figures revised from 1975-76 Survey.

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1976-77	1977-78	1976-77	1977-78
Alabama [* L M]	$ 12,480	$ 13,785	$ 9,500	$ 10,000
Alberta [* C L M]	18,512	20,046	12,833	13,635
Arizona [* C]	14,516	14,935	10,300	11,000
Arizona State [C]	14,900	15,351	10,300	10,300
Boston [L M]	12,600	13,525	9,700	10,000
Brigham Young [+ C]	13,200	14,400	9,500	10,500
British Columbia [C L M]	20,841	22,564	14,000	14,500
Brown [* C M]	12,075	13,900	10,000	11,100
Calif., Berkeley [*]	20,268	21,276	12,312	12,924
Calif., Davis [C M]	20,268	21,276	12,312	12,924
Calif., Los Angeles	18,500	20,500	12,312	12,924
Calif., San Diego [M]	17,712	19,872	12,312	12,924
Calif., Santa Barbara [C]	19,608	21,276	12,312	12,924
Case Western Reserve [L M]	13,745	14,600	10,500	10,500
Chicago [+ C L]	14,325	14,998	10,500	10,500
Cincinnati	14,500	14,500	10,500	11,000
Colorado [* C L]	16,500	16,500	12,000	12,000
Colorado State [C]	16,900	17,300	11,200	11,200
Columbia [+ L M]	15,650	16,850	10,200	11,000
Connecticut [L M]	14,441	16,327	10,305	11,000
Cornell [* C L]	14,200	15,031	9,700	10,000
Dartmouth [C M]	14,715	15,745	9,800	10,100
Duke [C L M]	14,200	15,000	10,000	10,500

* - See Footnotes
\+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1976-77	1977-78	1976-77	1977-78
Emory [L M]	$ 12,500	$ 14,000	$ 10,000	$ 10,600
Florida [C L M]	12,763	13,000	9,300	9,300
Florida State [C L]	12,805	13,692	9,300	10,000
Georgetown [L M]	14,455	15,864	10,000	10,000
Georgia [L]	13,200	14,400	10,800	10,800
Harvard [C L M]	14,862	15,546	10,500	11,150
Hawaii [* C L]	17,064	17,664	13,044	13,044
Houston [L]	15,078	15,190	10,680	10,000
Howard [L M]	17,500	17,900	14,097	14,097
Illinois [* C L]	13,565	14,004	9,900	10,320
Indiana [M]	13,750	14,500	10,000	10,500
Iowa [C L M]	14,150	15,050	11,000	11,500
Iowa State [* C]	15,400	16,200	10,400	10,800
Johns Hopkins [* C]	15,150	16,039	10,200	10,810
Joint University [C L M]	11,731	12,000	8,900	9,250
Kansas [L M]	13,672	14,200	10,000	10,500
Kent State [C]	14,550	17,722	11,000	12,222
Kentucky [C L]	12,500	13,800	9,000	9,500
Louisiana State [* C L M]	13,428	14,928	9,000	9,000
McGill [L M]	17,528	18,615	12,224	12,960
McMaster [C]	16,263	17,479	11,880	12,000
Maryland [* C]	14,615	15,463	10,250	10,750
Massachusetts [C]	14,661	15,474	9,200	10,000

* - See Footnotes
.+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1976-77	1977-78	1976-77	1977-78
MIT [C]	$ 15,350	$ 15,825	$ 10,500	$ 11,000
Miami [+ L M]	15,000	15,825	10,000	10,000
Michigan [* + C M]	15,144	16,320	10,704	11,100
Michigan State [C]	14,000	15,100	11,000	11,250
Minnesota [C M]	15,965	17,075	11,868	13,104
Missouri [* C L M]	12,101	15,142	8,500	11,000
Nebraska [* L]	13,500	13,999	10,500	11,000
New York [L M]	16,600	17,750	12,000	13,000
North Carolina [C]	13,200	14,350	10,000	10,500
Northwestern [C L M]	13,365	14,950	9,800	11,200
Notre Dame [C]	13,050	14,100	10,500	11,200
Ohio State [* L M]	15,480	16,440	9,840	10,440
Oklahoma [C]	12,122	12,482	9,500	9,500
Oklahoma State [C]	13,440	14,220	9,600	9,600
Oregon [+CL]	17,073	N/A	12,703	N/A
Pennsylvania [C L M]	15,850	16,500	11,600	12,000
Pennsylvania State	17,400	17,952	11,016	11,376
Pittsburgh [+ L M]	13,742	14,784	9,200	10,400
Princeton	14,050	15,600	10,500	11,000
Purdue [* C]	14,600	15,000	9,800	10,500
Queen's [* C L M]	15,800	17,450	11,600	11,900
Rice [C]	14,000	15,200	9,600	9,800
Rochester [+ M]	13,000	14,000	10,500	10,500
Rutgers [*+L M]	17,000	N/A	11,933	N/A

* - See Footnotes
\+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1976-77	1977-78	1976-77	1977-78
South Carolina [C L M]	$ 12,682	$ 13,537	$ 10,300	$ 10,800
Southern Calif.[* C]	13,402	14,850	8,640	8,640
Southern Illinois [C L]	15,600	16,284	10,500	10,500
Stanford [+ C L M]	16,172	17,500	10,300	12,000
SUNY-Albany [*]	14,293	14,990	10,500	10,800
SUNY-Buffalo [L M]	14,671	15,837	10,550	10,550
SUNY-Stony Brook [C]	15,000	15,000	10,000	11,000
Syracuse [* C]	12,787	12,951	9,600	9,800
Temple [*]	14,789	15,813	9,500	9,500
Tennessee [C L]	13,400	14,400	10,625	11,000
Texas [C]	14,952	15,008	11,357	11,400
Texas A & M [* C M]	14,000	15,000	9,870	9,870
Toronto [* C M]	17,832	18,931	11,450	12,200
Tulane [* C]	11,340	12,000	9,500	9,500
Utah [C]	12,100	14,100	9,000	10,000
Virginia [* CLM]	13,200	13,800	9,600	10,080
Virginia Polytechnic [* C]	13,700	14,800	11,000	11,500
Washington [C L M]	14,143	15,600	10,608	11,004
Washington State [C]	14,110	16,075	11,100	11,000
Washington Univ., Mo.[CLM]	13,250	13,900	9,500	9,600
Wayne State [C L M]	16,582	N/A	10,770	11,200
Western Ontario [+ C L M]	14,299	15,767	10,800	11,530
Wisconsin [C L M]	13,365	14,500	11,660	12,375
Yale [* C L M]	15,000	15,700	10,900	11,350

* - See Footnotes
\+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES

NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1976-77	1977-78	1976-77	1977-78
Boston Public Library [*]	15,910	15,910	11,152	11,152
Center for Research Libraries	12,761	14,133	9,943	11,000
John Crerar Library [*]	12,800	N/A	10,140	N/A
Library of Congress [*]	28,500	N/A	11,523	12,336
Linda Hall Library	12,600	13,200	9,000	10,000
National Agricultural Library [*LC]	21,039	21,804	11,523	11,523
National Library of Canada [+]	19,000	19,000	11,105	13,690
National Library of Medicine [*]	19,500	20,500	11,527	12,336
New York Public Library	N/A	N/A	11,220	11,220
New York State Library	13,414	14,488	10,714	10,714
Smithsonian Institution [*]	21,804	23,341	11,523	12,336

*-See Footnotes
N/A-Not Available

ANALYSIS OF SALARIES - NON-UNIVERSITY LIBRARIES

Year	Total Positions	Median Salary	Median BPS	Median Sal. Index	BPS Index	Consumer Price Index[1]
1977-78	676	N/A	11,370	N/A	149.6	166.9[3]
1976-77[2]	4,335	17,000	11,220	150.4	147.6	155.3
1975-76	4,341	16,500	10,714	146.0	141.0	146.8
1974-75	4,345	15,100	10,000	133.6	131.6	134.5
1973-74	4,089	14,400	9,969	127.4	131.2	121.2
1972-73	3,663	13,800	9,053	122.1	119.1	114.1
1971-72	3,682	13,200	8,817	116.8	116.0	110.5
1970-71	3,626	12,300	8,398	108.8	110.5	105.9

[1]Index 1969-70 = 100
[2]Figures revised from 1975-76 Survey
[3]As of August 1977
N/A- Not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1973-1977

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1973	1974	1975	1976*	1977	1973	1974	1975	1976*	1977
Alabama	62	78	91	88	81	75	2	80	79	71
Alberta	7	9	7	5	6	6	8	2	4	3
Arizona	37	38	59	45	57	33	46	59	50	35
Arizona State	44	54	70	36	43	16	51	59	50	67
Boston	78	85	84	85	85	67	61	78	73	71
Brigham Young	66	75	63	75	67	50	60	63	79	55
British Columbia	6	5	1	1	1	55	10	1	2	1
Brown	66	79	88	92	79	67	70	63	56	33
Calif., Berkeley	3	1	2	2	2	45	22	4	6	8
Calif., Davis	2	2	2	2	2	45	22	4	6	8
Calif., Los Angeles	4	3	5	5	5	45	22	4	6	8
Calif., San Diego	14	11	5	8	7	45	22	4	6	8
Calif., Santa Barbara	8	6	4	4	2	45	22	4	6	8
Case Western Reserve	40	49	72	61	63	51	61	63	38	55
Chicago	49	46	53	49	50	75	30	26	38	55
Cincinnati	41	31	45	45	64	32	10	43	38	35
Colorado	16	25	16	18	21	55	61	80	12	17
Colorado State	**	10	9	15	18	**	33	32	22	27
Columbia	19	21	26	24	20	16	33	43	56	35
Connecticut	20	22	43	47	24	22	29	40	50	35
Cornell	22	34	50	52	48	33	51	57	73	71
Dartmouth	30	42	41	39	35	55	74	73	70	69
Duke	58	66	66	52	50	55	46	63	59	55
Emory	**	83	89	86	76	**	74	74	59	53
Florida	42	75	89	82	87	13	46	74	85	89
Florida State	75	80	84	81	84	79	61	80	85	71
Georgetown	43	44	45	47	30	23	10	43	59	71
Georgia	56	54	68	75	67	23	10	19	30	47
Harvard	24	26	34	37	40	39	30	41	38	32
Hawaii	**	**	13	12	14	**	**	9	3	5
Houston	**	41	31	31	44	**	10	21	33	71
Howard	1	4	9	10	11	1	2	3	1	2
Illinois	25	53	50	66	67	23	39	56	67	67
Indiana	55	54	61	61	64	55	74	63	59	55
Iowa	73	65	57	54	48	21	28	26	23	21
Iowa State	36	36	31	27	27	5	35	34	49	47
Johns Hopkins	56	54	40	29	29	36	36	26	56	47
Joint University	70	84	93	93	90	78	85	88	92	90
Kansas	75	68	50	64	72	79	74	90	59	55
Kent State	47	26	57	44	13	67	7	13	23	14
Kentucky	51	72	73	86	81	55	61	80	89	85
Louisiana State	50	53	63	68	57	31	44	80	89	91
McGill	46	48	12	9	9	67	82	18	11	7
McMaster	**	**	22	19	16	**	**	13	15	17
Maryland	28	34	42	42	41	20	58	43	55	52
Massachusetts	5	8	17	40	41	16	51	78	87	71

* - Revised Based on figures reported 8/77.

** - Institution not an ARL member during this period.

N/A - Figures not available.

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1973-1977

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1973	1974	1975	1976*	1977	1973	1974	1975	1976*	1977
MIT	53	70	38	28	32	39	51	41	38	35
Miami	**	**	45	32	32	**	**	43	59	71
Michigan	14	20	31	29	24	7	10	38	33	33
Michigan State	30	37	45	58	47	23	10	22	23	27
Minnesota	23	31	19	21	19	4	9	11	16	4
Missouri	70	81	87	89	46	75	74	90	94	35
Nebraska	77	59	71	67	76	73	70	63	38	35
New York	9	14	15	16	12	8	5	13	12	6
North Carolina	66	61	77	75	71	55	46	63	59	55
Northwestern	39	51	62	72	57	23	46	57	70	27
Notre Dame	65	52	80	79	74	55	74	43	38	27
Ohio State	33	42	28	26	23	74	86	87	69	65
Oklahoma	78	87	92	89	89	55	74	74	79	85
Oklahoma State	70	62	73	68	72	66	81	92	75	83
Oregon	12	29	34	12	N/A	12	45	23	5	N/A
Pennsylvania	25	30	22	22	21	11	10	13	18	17
Pennsylvania State	11	7	8	11	10	14	4	23	23	25
Pittsburgh	81	54	75	61	61	82	86	94	87	66
Princeton	53	68	66	57	38	39	51	43	38	35
Purdue	10	11	27	42	50	39	61	63	70	55
Queen's	**	**	34	23	17	**	**	34	18	20
Rice	61	72	65	58	44	67	70	74	75	81
Rochester	64	67	80	80	76	23	5	26	38	55
Rutgers	13	14	19	14	N/A	2	1	11	14	N/A
South Carolina	**	64	76	84	85	**	10	43	50	47
Southern California	33	45	69	70	60	67	82	93	93	92
Southern Illinois	18	18	24	25	26	23	70	26	38	55
Stanford	30	28	11	20	14	39	38	43	50	16
SUNY Albany	**	13	25	50	50	**	30	39	38	47
SUNY Buffalo	21	31	37	40	31	3	10	34	37	54
SUNY-Stony Brook	**	14	19	32	50	**	10	43	59	35
Syracuse	66	75	79	82	88	53	51	59	75	81
Temple	74	60	44	38	32	37	36	63	79	85
Tennessee	58	70	84	70	67	23	39	55	35	35
Texas	58	23	30	35	50	33	3	9	21	23
Texas A&M	45	39	29	58	50	37	69	72	68	80
Toronto	25	18	13	7	8	53	39	25	20	14
Tulane	82	86	94	94	90	81	86	89	79	85
Utah	78	81	77	89	74	55	61	80	89	71
Virginia	63	72	80	75	81	52	59	59	75	69
Virginia Polytechnic	**	**	45	64	61	**	**	26	23	23
Washington	35	24	53	54	38	16	51	32	35	35
Washington State	29	62	53	56	27	8	36	19	23	35
Washington Univ. Mo.	52	49	56	74	79	55	61	80	79	83
Wayne State	17	17	18	16	N/A	15	27	37	32	27
Western Ontario	**	**	83	50	35	**	**	43	30	21
Wisconsin	38	47	60	72	64	8	10	13	17	13
Yale	47	40	38	32	37	39	39	43	29	26

* - Revised based on figures reported 8/77.

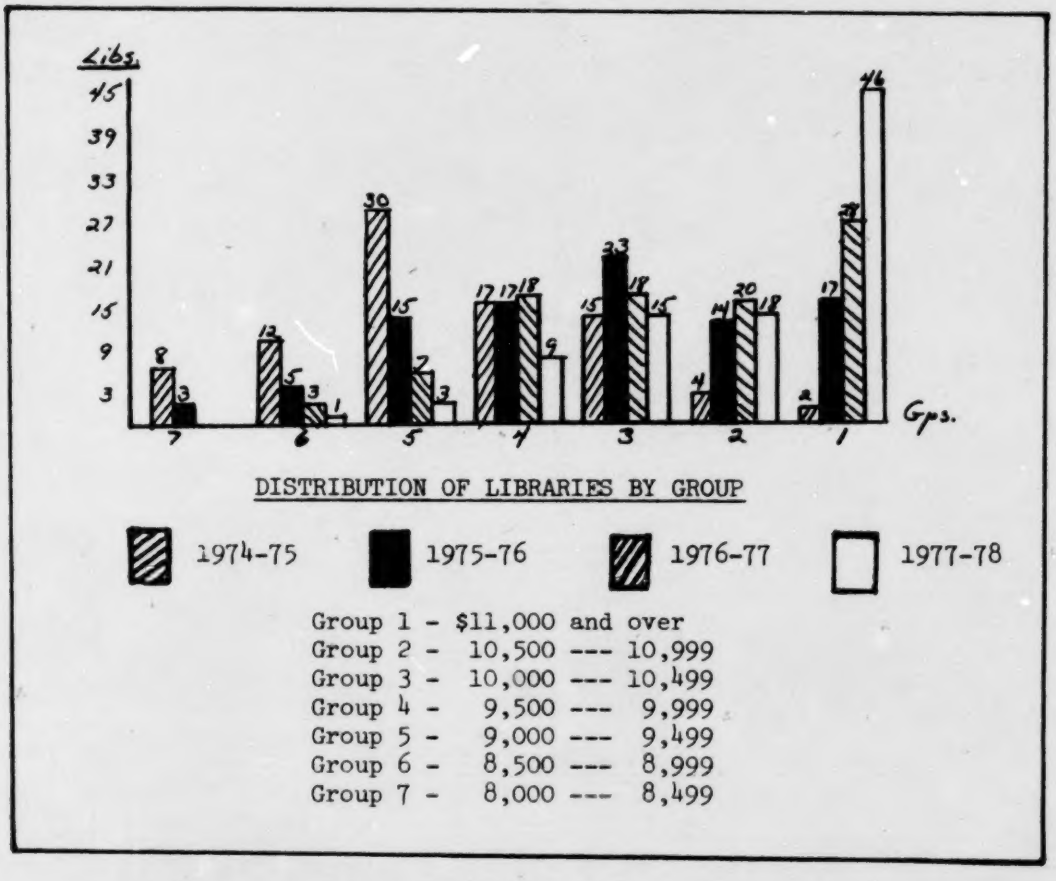
** - Institution not an ARL member during this period.

N/A - Figures not available.

BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Rank Order Tables

The tables on pp. 20-21 display in rank order beginning professional salaries for ARL university libraries. Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking of institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to ranges of beginning professional salaries. The number of libraries within each group is presented graphically below to illustrate the distribution of libraries by group, as well as the change in distribution in the past four years.



DISTRIBUTION OF LIBRARIES BY GROUP

1974-75 1975-76 1976-77 1977-78

Group 1 - $11,000 and over
Group 2 - 10,500 --- 10,999
Group 3 - 10,000 --- 10,499
Group 4 - 9,500 --- 9,999
Group 5 - 9,000 --- 9,499
Group 6 - 8,500 --- 8,999
Group 7 - 8,000 --- 8,499

BEGINNING PROFESSIONAL SALARIES

RANK ORDER TABLES 1976-77

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	1	Howard	$14,097		49	Iowa State	$10,400
	2	British Columbia	14,000		50	Connecticut	10,305
	3	Hawaii	13,044		50	Arizona	10,300
	4	Alberta	12,833		50	Arizona State	10,300
	5	Oregon	12,703		50	South Carolina	10,300
	6	Calif., Berkeley	12,312		50	Stanford	10,300
	6	Calif., Davis	12,312		55	Maryland	10,250
	6	Calif., Los Angeles	12,312		56	Brown	10,200
	6	Calif., San Diego	12,312		56	Columbia	10,200
	6	Calif., Santa Barbara	12,312		56	Johns Hopkins	10,200
	11	McGill	12,224	3	59	Duke	10,000
	12	Colorado	12,000		59	Emory	10,000
	12	New York	12,000		59	Georgetown	10,000
	14	Rutgers	11,933		59	Indiana	10,000
1	15	McMaster	11,880		59	Kansas	10,000
	16	Minnesota	11,686		59	Miami	10,000
	17	Wisconsin	11,660		59	North Carolina	10,000
	18	Pennsylvania	11,600		59	SUNY-Stony Brook	10,000
	18	Queen's	11,600				
	20	Toronto	11,450		67	Illinois	9,900
	21	Texas	11,357		68	Texas A & M	9,870
	22	Colorado State	11,200		69	Ohio State	9,840
	23	Pennsylvania State	11,016		70	Dartmouth	9,800
	23	Iowa	11,000		70	Northwestern	9,800
	23	Kent State	11,000		70	Purdue	9,800
	23	Michigan State	11,000		73	Boston	9,700
	23	Virginia Polytechnic	11,000		73	Cornell	9,700
	23	Washington State	11,000		75	Oklahoma State	9,600
				4	75	Rice	9,600
	29	Yale	10,900		75	Syracuse	9,600
	30	Georgia	10,800		75	Virginia	9,600
	30	Western Ontario	10,800		79	Alabama	9,500
	32	Wayne State	10,770		79	Brigham Young	9,500
	33	Michigan	10,704		79	Oklahoma	9,500
	33	Houston	10,680		79	Temple	9,500
	35	Tennessee	10,625		79	Tulane	9,500
	35	Washington	10,608		79	Washington, St.Louis	9,500
	37	SUNY-Buffalo	10,550				
	38	Case Western Reserve	10,500		85	Florida	9,300
2	38	Chicago	10,500		85	Florida State	9,300
	38	Cincinnati	10,500		87	Massachusetts	9,200
	38	Harvard	10,500	5	87	Pittsburgh	9,200
	38	SUNY-Albany	10,500		89	Kentucky	9,000
	38	MIT	10,500		89	Louisiana State	9,000
	38	Nebraska	10,500		89	Utah	9,000
	38	Notre Dame	10,500				
	38	Princeton	10,500		92	Joint University	8,900
	38	Rochester	10,500	6	93	Southern California	8,640
	38	Southern Illinois	10,500		94	Missouri	8,500

BEGINNING PROFESSIONAL SALARIES

RANK ORDER TABLES 1977-78

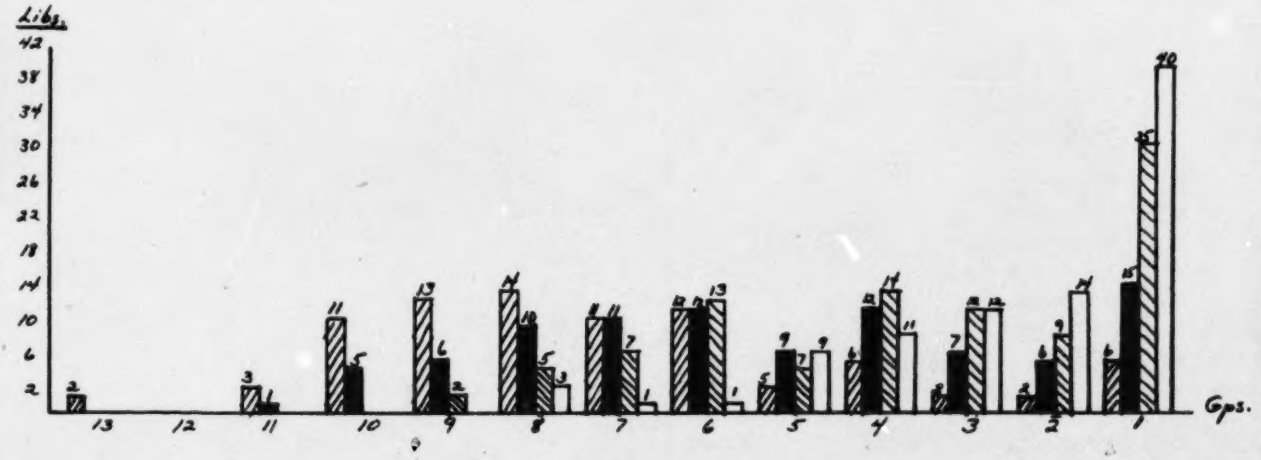
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	1	British Columbia	$14,500		47	South Carolina	$10,800
	2	Howard	14,097		47	SUNY-Albany	10,800
	3	Alberta	13,635		52	Maryland	10,750
	4	Minnesota	13,104		53	Emory	10,600
	5	Hawaii	13,044		54	SUNY-Buffalo	10,550
	6	New York	13,000		55	North Carolina	10,500
	7	McGill	12,960	2	55	Brigham Young	10,500
	8	Calif., Berkeley	12,924		55	Case Western Reserve	10,500
	8	Calif., Davis	12,924		55	Chicago	10,500
	8	Calif., Los Angeles	12,924		55	Duke	10,500
	8	Calif., San Diego	12,924		55	Indiana	10,500
	8	Calif., Santa Barbara	12,924		55	Kansas	10,500
	13	Wisconsin	12,375		55	Purdue	10,500
	14	Kent State	12,222		55	Rochester	10,500
	14	Toronto	12,200		55	Southern Illinois	10,500
	17	Stanford	12,000				
	17	Colorado	12,000		65	Ohio State	10,440
	17	McMaster	12,000		66	Pittsburgh	10,400
	17	Pennsylvania	12,000		67	Illinois	10,320
	20	Queen's	11,900		67	Arizona State	10,300
	21	Western Ontario	11,530		69	Dartmouth	10,100
	21	Iowa	11,500		69	Virginia	10,080
1	23	Virginia Polytechnic	11,500		71	Alabama	10,000
	23	Texas	11,400	3	71	Boston	10,000
	25	Pennsylvania State	11,376		71	Cornell	10,000
	26	Yale	11,350		71	Florida State	10,000
	27	Michigan State	11,250		71	Georgetown	10,000
	27	Colorado State	11,200		71	Houston	10,000
	27	Northwestern	11,200		71	Massachusetts	10,000
	27	Notre Dame	11,200		71	Miami	10,000
	27	Wayne State	11,200		71	Utah	10,000
	32	Harvard	11,150				
	33	Brown	11,100		80	Texas A & M	9,870
	33	Michigan	11,100		81	Rice	9,800
	35	Washington	11,004		81	Syracuse	9,800
	35	Arizona	11,000		83	Oklahoma State	9,600
	35	Cincinnati	11,000	4	83	Washington, St.Louis	9,600
	35	Columbia	11,000		85	Kentucky	9,500
	35	Connecticut	11,000		85	Oklahoma	9,500
	35	MIT	11,000		85	Temple	9,500
	35	Missouri	11,000		85	Tulane	9,500
	35	Nebraska	11,000				
	35	Princeton	11,000		89	Florida	9,300
	35	SUNY-Stony Brook	11,000	5	90	Joint University	9,250
	35	Tennessee	11,000		91	Louisiana State	9,000
	35	Washington State	11,000				
				6	92	Southern California	8,640
	47	Johns-Hopkins	10,810				
	47	Georgia	10,800				
	47	Iowa State	10,800				

Oregon and Rutgers figures not available.

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

Rank Order Tables

The tables on pp. 24-25 display in rank order median salaries for each ARL university library. Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking of institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to median salary ranges. The number of libraries within each group is presented graphically below to illustrate the distribution of libraries by group, as well as the change in distribution in the past four years.



DISTRIBUTION OF LIBRARIES BY GROUP

1974-75 1975-76 1976-77 1977-78

Group 1 - $15,000 and over
Group 2 - 15,000 --- 15,499
Group 3 - 14,500 --- 14,999
Group 4 - 14,000 --- 14,499
Group 5 - 13,500 --- 13,999
Group 6 - 13,000 --- 13,499
Group 7 - 12,500 --- 12,999
Group 8 - $12,000 --- 12,499
Group 9 - 11,500 --- 11,999
Group 10- 11,000 --- 11,499
Group 11- 10,500 --- 10,999
Group 12- 10,000 --- 10,499
Group 13- 9,500 --- 9,999

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

RANK ORDER TABLES 1976-77

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	1	British Columbia	$20,841		49	Chicago	14,325
	2	Calif., Berkeley	20,268		50	Western Ontario	14,299
	2	Calif., Davis	20,268		50	SUNY, Albany	14,293
	4	Calif.,Santa Barbara	19,608		52	Cornell	14,200
	5	Alberta	18,512	4	52	Duke	14,200
	5	Calif.,Los Angeles	18,500		54	Iowa	14,150
	7	Toronto	17,832		54	Washington	14,143
	8	Calif., San Diego	17,712		56	Washington State	14,110
	9	McGill	17,528		57	Princeton	14,050
	10	Howard	17,500		58	Michigan State	14,000
	11	Penn. State	17,400		58	Rice	14,000
1	12	Oregon	17,073		58	Texas A&M	14,000
	12	Hawaii	17,064				
	14	Rutgers	17,000		61	Indiana	13,750
	15	Colorado State	16,900		61	Case Western Reserve	13,742
	16	New York	16,600		61	Pittsburgh	13,742
	16	Wayne State	16,582	5	64	Virginia Polytechnic	13,700
	18	Colorado	16,500		64	Kansas	13,675
	19	McMaster	16,263		66	Illinois	13,565
	20	Stanford	16,172		67	Nebraska	13,500
	21	Minnesota	15,965				
	22	Pennsylvania	15,850		68	Oklahoma State	13,440
	23	Queen's	15,800		68	Louisiana State	13,428
	24	Columbia	15,650		70	Southern California	13,402
	25	Southern Illinois	15,600		70	Tennessee	13,400
					72	Northwestern	13,365
	26	Ohio State	15,480		72	Wisconsin	13,365
	27	Iowa State	15,400	6	74	Washington,St. Louis	13,250
	28	MIT	15,350		75	Brigham Young	13,200
	29	Johns Hopkins	15,150		75	Georgia	13,200
2	29	Michigan	15,144		75	North Carolina	13,200
	31	Houston	15,078		75	Virginia	13,200
	32	Miami	15,000		79	Notre Dame	13,050
	32	SUNY-Stony Brook	15,000		80	Rochester	13,000
	32	Yale	15,000				
					81	Florida State	12,805
	35	Texas	14,952		82	Syracuse	12,787
	36	Arizona State	14,900		82	Florida	12,763
	37	Harvard	14,862	7	84	South Carolina	12,682
	38	Temple	14,789		85	Boston	12,600
	39	Dartmouth	14,715		86	Emory	12,500
3	40	SUNY-Buffalo	14,671		86	Kentucky	12,500
	40	Massachusetts	14,661				
	42	Maryland	14,615		88	Alabama	12,480
	42	Purdue	14,600		89	Oklahoma	12,122
	44	Kent State	14,550	8	89	Missouri	12,101
	45	Arizona	14,516		89	Utah	12,100
	45	Cincinnati	14,500		92	Brown	12,075
	47	Georgetown	14,455		93	Joint University	11,731
4	47	Connecticut	14,441	9	94	Tulane	11,349

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

RANK ORDER TABLES 1977-78

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	1	British Columbia	$22,564		50	Texas	15,008
	2	Calif., Berkeley	21,276		50	Duke	15,000
	2	Calif., Davis	21,276		50	Purdue	15,000
	2	Calif.,Santa Barbara	21,276		50	SUNY-Stony Brook	15,000
	5	Calif., Los Angeles	20,500		50	Texas A&M	15,000
	6	Alberta	20,046				
	7	Calif., San Diego	19,872		50	Chicago	14,998
	8	Toronto	18,931		50	SUNY, Albany	14,990
	9	McGill	18,486		57	Northwestern	14,950
	10	Pennsylvania State	17,952		57	Arizona	14,935
	11	Howard	17,900		57	Louisiana State	14,850
	12	New York University	17,750		60	Southern California	14,850
	13	Kent State	17,722		61	Virginia Polytechnic	14,800
	14	Hawaii	17,664	3	61	Pittsburgh	14,784
	15	Stanford	17,500		63	Case Western Reserve	14,600
	16	McMaster	17,479		64	Cincinnati	14,500
	17	Queen's	17,450		64	Indiana	14,500
	18	Colorado State	17,300		64	Wisconsin	14,500
	19	Minnesota	17,075				
1	20	Columbia	16,850		67	Illinois	14,404
	21	Colorado	16,500		67	Brigham Young	14,400
	21	Pennsylvania	16,500		67	Georgia	14,400
	23	Ohio State	16,440		67	Tennessee	14,400
	24	Connecticut	16,327		71	North Carolina	14,350
	24	Michigan	16,320	4	72	Oklahoma State	14,220
	26	Southern Illinois	16,284		72	Kansas	14,200
	27	Iowa State	16,200		74	Notre Dame	14,100
	27	Washington State	16,075		74	Utah	14,100
	29	Johns Hopkins	16,039		76	Emory	14,000
	30	Georgetown	15,864		76	Rochester	14,000
	31	SUNY-Buffalo	15,837				
	32	MIT	15,825		76	Nebraska	13,999
	32	Miami	15,825		79	Brown	13,900
	32	Temple	15,813		79	Washington,St. Louis	13,900
	35	Western Ontario	15,767		81	Kentucky	13,800
	35	Dartmouth	15,745	5	81	Virginia	13,800
	37	Yale	15,700		81	Alabama	13,785
	38	Princeton	15,600		84	Florida State	13,692
	38	Washington	15,600		85	South Carolina	13,537
	40	Harvard	15,546		85	Boston	13,525
	41	Massachusetts	15,474	6	87	Florida	13,000
	41	Maryland	15,463				
	43	Arizona State	15,351	7	88	Syracuse	12,787
	44	Rice	15,200				
	44	Houston	15,190		89	Oklahoma	12,482
	46	Missouri	15,142	8	90	Joint University	12,000
	47	Michigan State	15,100		90	Tulane	12,000
2	48	Iowa	15,050				
	48	Cornell	15,031				

Oregon, Rutgers, and Wayne State figures not available.

FOOTNOTES

ALABAMA	Salaries for Health Sciences Library are excluded in computation of 1976-77 beginning professional salary. Salaries for law libraries are excluded in computation of 1977-78 median and beginning salaries
ALBERTA	Interim economic adjustment and increments reflected only in 1977-78 salaries. Excludes Extension Library, Boreal Institute Library and St. Joseph's College Library
ARIZONA	Excludes Architecture Library
BOSTON	Includes all branch libraries
BROWN	Excludes the John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation and Traffic Engineering Library, Water Resources Archieves Library, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Res. Library, and the Chicano Studies and Chinese Studies Libraries
COLORADO	Excludes libraries in Colorado Springs and Denver
CORNELL	Excludes Medical Library in New York City
HAWAII	Excludes departmental collections in Hawaii Institute of Geophysics, Industrial Relations Center, and Public Health Reading Room
ILLINOIS	Excludes Chicago Circle Campus Library, and Medical Center Library
IOWA STATE	Five positions on a 9-month basis not included
JOHN CRERAR	Salaries do not change annually per fiscal year. No data available for 1976-77
JOHNS HOPKINS	Excludes School of Advanced International Studies, School of Hygiene and Public Health, and Welch Medical Library
LIBRARY OF CONGRESS	Figures for 1976-77 do not reflect salary increase of 7.5% granted in October 1977
LOUISIANA STATE	Excludes libraries in Alexandria, Shreveport, Eunice and New Orleans, Medical Centers in Shreveport and New Orleans

MARYLAND	Excludes College of Library and Information Sciences Library
MICHIGAN	Excluded libraries on other campuses are Dearborn Campus Library and Flint College Library; also excludes Business Administration Library, Clements Library, and Michigan Historical Collections, which are not administratively a part of the University Library
MISSOURI	Excludes libraries on St. Louis, Kansas City and Rolla Campuses
NATIONAL AGRICULTURAL LIBRARY	Excludes USDA Agency Field Libraries
NEBRASKA	Excludes University of Nebraska at Omaha Library and Medical Center Library in Omaha
OHIO STATE	Medical and Law Library salaries included for the first time
PURDUE	Excludes North Central, Calumet and Fort Wayne campuses
QUEEN'S	Excludes Industrial Relations Centre
SMITHSONIAN	Excludes Freer Gallery of Art, National Collection of Fine Arts/National Portrait Gallery, and Hirshhorn Museum
SOUTHERN CALIFORNIA	Excludes Hancock Library of Biology and Oceanography, Andrus Gerontology Center Library, and Safety and Systems Managment Library
SUNY, ALBANY	Includes downtown campus
SYRACUSE	Excludes salary of Head Law Librarian. Other law professionals are included in 1976-77 figures and excluded in 1977-78 figures
TEMPLE	Figures used are for salaries as of July 1, 1976 and July 1, 1977. Across the board increases amounting to 2% of the June 30, 1976 salary were given on Jan. 1, 1977. Increases of 1% of the June 30, 1977 salary will be given on Jan. 1, 1978. In addition, a few promotional increases are given in January
TEXAS A&M	Excludes Moody College
TORONTO	Excludes libraries of Education, Library Science, Architecture, Music, Dentistry, Criminology, Media Center, 3 theological colleges, 3 federated colleges, Forestry, Food Sciences, Physics and Chemistry

TULANE	Excludes Business Administration Library
VIRGINIA	Excludes library of Clinch Valley, a branch of the University of Virginia located in Wise, Virginia
VIRGINIA POLYTECHNIC	Excludes Reston Reserve Collection, VPI & SU Northern Virginia Graduate Center, Dulles Airport, a collection currently administered by the VPI & SU Extension Division
YALE	Excludes British Art Center Library

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NUMBER AND AVERAGE SALARIES OF ARL LIBRARIANS, 1976-77

TABLE 1: ALL ARL LIBRARIANS

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	81	73	8	$36,001	$36,191	$34,275
2. Associate Director	94	71	23	27,965	28,192	27,263
3. Assistant Director	211	144	67	23,449	23,978	22,313
4. Medical/Law Head	85	53	32	28,001	28,828	26,630
5. Branch Head	500	194	306	17,675	18,924	16,884
6. Subject Specialist	634	318	316	16,258	16,851	15,661
7. Functional Specialist	260	149	111	17,570	18,316	16,568
8. Dept. Head:Reference	125	36	89	17,749	18,222	17,558
9. Cataloging	120	24	96	18,363	18,983	18,208
10. Acquisition	96	43	53	17,677	18,546	16,972
11. Serials	77	20	57	16,629	16,331	16,734
12. Doc./Maps	76	31	45	16,148	15,526	16,576
13. Circulation	83	37	46	16,212	15,466	16,811
14. Spec.Cltn.	97	62	35	18,760	20,233	16,151
15. Other	246	90	156	16,795	17,725	16,258
16. Other:Over 15 yrs. exper.	456	125	331	16,828	17,662	16,513
17. 10 - 15 yrs. exper.	473	136	337	15,671	15,920	15,571
18. 5 - 10 yrs. exper.	894	266	628	14,193	14,497	14,064
19. Under 5 yrs. exper.	1106	321	785	12,190	12,538	12,048
TOTAL	5714	2193	3521			

TABLE 2: ARL MINORITY LIBRARIANS

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	3	3	0	*	*	000
2. 3. Assoc/Asst Dir.	13	7	6	$24,954	$24,337	$25,674
4. Medical/Law Head	5	5	0	26,859	26,859	000
5. Branch Head	45	20	25	18,443	19,282	17,771
6. Subject Specialist	63	34	29	16,704	17,162	16,168
7. Functional Specialist	23	16	7	17,049	16,741	17,753
8. Dept. Head:Reference	5	0	5	18,262	000	18,262
9. Cataloging	10	1	9	18,176	*	18,404
10. Acquisition	7	0	7	17,413	000	17,413
11. Serials	5	0	5	17,488	000	17,488
12. Doc./Maps	2	1	1	*	*	*
13. Circulation	3	0	3	*	000	*
14. Spec.Cltn.	7	2	5	15,599	*	15,447
15. Other	7	2	5	15,354	*	13,499
16. Other:Over 15 yrs. exper.	40	9	31	16,744	18,708	16,173
17. 10 - 15 yrs. exper.	62	21	41	15,193	15,339	15,118
18. 5 - 10 yrs. exper.	85	30	55	14,286	14,458	14,192
19. Under 5 yrs. exper.	99	25	74	12,639	13,234	12,438
TOTAL	484	176	308			

*Salary information not published for position when fewer than 4 individuals are involved.

Note: Tables 1-7 exclude salary information for Chicago, Harvard, Illinois and Yale, and all ARL non-university institutions.

TABLE 3: DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY AND POSITION, 1976-77

SALARY INTERVALS	Number of Staff									Percent at Each Level								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $45,000 or more	5				1					6								
02. 44,000 - 44,999	1									1								
03. 43,000 - 43,999	1									1								
04. 42,000 - 42,999	8			1						10			1					
05. 41,000 - 41,999	2									2								
06. 40,000 - 40,999	3	2		2						4	2		2					
07. 39,000 - 39,999	6	3								7	3							
08. 38,000 - 38,999	2			1						2			1					
09. 37,000 - 37,999	7	1					1			8	1							
10. 36,000 - 36,999	8	2		4	2					10	2		5					
11. 35,000 - 35,999	5	2	1	3	1	2				6	2		3					
12. 34,000 - 34,999	3	4	2	6		1	1	1		4	4	1	7					
13. 33,000 - 33,999	2	4	2	3	1			1		2	4	1	3					
14. 32,000 - 32,999	10	4	2		1			1		12	4	1						
15. 31,000 - 31,999	5	1	2	6				1		6	1	1	7					
16. 30,000 - 30,999	5	5	3	6				1		6	5	1	7					
17. 29,000 - 29,999	4	4	7	6	3	1	1	1		5	4	3	7	1				
18. 28,000 - 28,999	1	14	11	5	2		1	4	2	1	15	5	6					
19. 27,000 - 27,999		1	14	3	2	1	4	4	1		1	7	3			2		
20. 26,000 - 26,999		9	9	6	2	4	4	9			9	4	7		1	2	1	
21. 25,000 - 25,999		11	21	7	11	5	4	10			11	10	8	2	1	2	1	
22. 24,000 - 24,999		5	21	9	13	7	7	14	5		5	10	10	3	1	3	2	
23. 23,000 - 23,999	1	5	19	1	13	19	8	25	25	1	5	9	1	3	3	3	3	1
24. 22,000 - 22,999		8	22	3	15	12	13	21	8		8	10	3	3	2	5	2	
25. 21,000 - 21,999	1	4	16	2	28	22	16	40	30	1	4	8	2	6	3	6	4	1
26. 20,000 - 20,999		4	17	5	30	33	22	57	78		4	8	6	6	5	8	6	3
27. 19,000 - 19,999	1		15	1	40	27	13	65	48	1		7	1	8	4	5	7	2
28. 18,000 - 18,999			11	1	34	35	17	94	140			5	1	7	6	7	10	5
29. 17,000 - 17,999		1	6	2	48	51	17	100	156		1	3	2	10	8	7	11	5
30. 16,000 - 16,999			3		57	56	22	121	172			1		11	9	8	13	6
31. 15,000 - 15,999			1		61	94	26	104	257					12	15	10	11	9
32. 14,000 - 14,999			3	1	37	84	14	89	369			1	1	7	13	5	10	13
33. 13,000 - 13,999			1	1	52	71	25	68	412				1	10	11	10	7	14
34. 12,000 - 12,999					24	48	24	48	502					5	8	9	5	17
35. 11,000 - 11,999			1		15	44	10	25	378					3	7	4	3	13
36. 10,000 - 10,999			1		5	12	7	12	240					1	2	3	1	8
37. 9,500 - 9,999					1	5	2	3	55						1	1		2
38. 9,000 - 9,499					1		1	1	40									1
39. 8,500 - 8,999									11									
40. 8,000 - 8,499																		
41. TOTAL	84	96	211	86	500	634	260	920	2929	100	100	100	100	100	100	100	100	100

TABLE 4: DISTRIBUTION OF PROFESSIONAL STAFF BY SEX AND POSITION, 1976-77

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $45,000 or more	5				1													
02. 44,000 - 44,999	1																	
03. 43,000 - 43,999	1																	
04. 42,000 - 42,999	6			1						2								
05. 41,000 - 41,999	2																	
06. 40,000 - 40,999	3	2		1									1					
07. 39,000 - 39,999	6	3																
08. 38,000 - 38,999	2			1														
09. 37,000 - 37,999	7										1					1		
10. 36,000 - 36,999	7	2		4	2					1								
11. 35,000 - 35,999	3	2	1	2	1	2				2			1					
12. 34,000 - 34,999	3	4	2	2		1	1	1					4					
13. 33,000 - 33,999	2	2	2	2				1			2		1	1				
14. 32,000 - 32,999	8	3	2					1		2	1			1				
15. 31,000 - 31,999	5	1	1	5				1				1	1					
16. 30,000 - 30,999	5	2	3	3				1			3		3					
17. 29,000 - 29,999	4	4	6	4	1	1		1				1	2	2		1		
18. 28,000 - 28,999	1	10	9	3	2		1	3	2		4	2	2				1	
19. 27,000 - 27,999			11	3	1	1	2	2			1	3		1		2	2	1
20. 26,000 - 26,999		8	5	5	1	4	4	5			1	4	1	1			4	
21. 25,000 - 25,999		8	15	5	6	4	3	5			3	6	2	5	1	1	5	
22. 24,000 - 24,999		5	12	4	9	3	3	9	2			9	5	4	4	4	5	3
23. 23,000 - 23,999	1	3	15	1	9	12	7	13	13		2	4		4	7	1	12	12
24. 22,000 - 22,999		5	19	2	6	6	8	10	1		3	3	1	9	6	5	11	7
25. 21,000 - 21,999	1	3	8		16	11	13	16	9		1	8	2	12	11	3	24	21
26. 20,000 - 20,999		3	8	3	9	23	14	20	29		1	9	2	21	10	8	37	49
27. 19,000 - 19,999			8	1	26	15	5	25	16	1		7		14	12	8	40	32
28. 18,000 - 18,999			8		17	22	11	35	47			3	1	17	13	6	59	93
29. 17,000 - 17,999		1	3	1	17	29	13	34	59			3	1	31	22	4	66	97
30. 16,000 - 16,999			2		15	34	17	35	68			1		42	22	5	86	104
31. 15,000 - 15,999			1		17	37	17	47	67					44	57	9	57	190
32. 14,000 - 14,999			2		12	30	6	25	89			1	1	25	54	8	64	280
33. 13,000 - 13,999					16	32	7	21	122			1	1	36	39	18	47	290
34. 12,000 - 12,999					4	25	9	15	141					20	23	15	33	361
35. 11,000 - 11,999					3	19	4	13	101			1		12	25	6	12	277
36. 10,000 - 10,999			1		3	6	2	2	58					2	6	5	10	182
37. 9,500 - 9,999						1	1	1	10					1	4	1	2	45
38. 9,000 - 9,499							1	1	11					1				29
39. 8,500 - 8,999									3									8
40. 8,000 - 8,499																		
41. TOTAL	75	72	144	54	194	318	149	343	848	9	24	67	32	306	316	111	577	2081

TABLE 5: AVERAGE SALARIES BY TYPE OF INSTITUTION

POSITION	ALL COMBINED (90)		PUBLIC (54)		PRIVATE AND CHURCH-RELATED(29)	
	#	Average Salary	#	Average Salary	#	Average Salary
1. Director	81	$36,001	50	$ 34,809	24	$36,303
2. Associate Director	94	27,965	48	27,946	33	25,882
3. Assistant Director	211	23,449	121	22,761	70	23,104
4. Medical/Law Head	85	28,001	43	27,317	33	29,298
5. Branch Head	500	17,675	306	17,695	154	16,926
6. Subject Specialist	634	16,258	374	16,114	198	15,849
7. Functional Specialist	260	17,570	150	17,629	83	16,410
8. Dept. Head:Reference	125	17,749	69	17,608	46	17,139
9. Cataloging	120	18,363	60	18,404	50	17,438
10. Acquisition	96	17,677	48	18,087	42	16,606
11. Serials	77	16,629	43	17,444	28	15,190
12. Doc./Maps	76	16,148	48	16,515	22	14,096
13. Circulation	83	16,212	40	16,564	35	14,643
14. Spec.Cl1tn.	97	18,760	52	19,869	40	17,096
15. Other	246	16,795	117	17,284	100	15,321
16. Other:Over 15 yrs. exper.	456	16,828	289	17,289	135	15,319
17. 10 - 15 yrs. exper.	473	15,671	296	15,927	136	14,208
18. 5 - 10 yrs. exper.	894	14,193	564	14,233	238	13,348
19. Under 5 yrs. exper.	1106	12,190	695	12,229	337	11,682

TABLE 6: AVERAGE SALARIES BY SIZE OF STAFF

POSITION	Staff Over 125 (5)		Staff 75-125 (19)		Staff 50-74 (34)		Staff 1-49 (35)	
	#	Salary	#	Salary	#	Salary	#	Salary
1. Director	2	**	12	$41,792	32	$36,113	35	$33,537
2. Associate Director	9	$33,532	20	31,313	37	26,918	28	25,166
3. Assistant Director	19	27,139	50	26,214	76	21,738	66	22,264
4. Medical/Law Head	7	31,285	22	30,529	30	27,153	26	25,956
5. Branch Head	57	18,248	211	18,469	138	17,072	94	16,433
6. Subject Specialist	63	18,116	229	17,537	224	15,322	118	14,559
7. Functional Specialist	24	20,104	103	18,764	81	15,452	52	17,332
8. Dept. Head:Reference	5	19,452	28	20,710	40	18,084	52	15,733
9. Cataloging	7	18,593	32	19,827	43	17,995	38	17,506
10. Acquisition	9	18,254	21	19,021	35	17,144	31	17,201
11. Serials	3	**	15	17,574	27	16,589	32	15,920
12. Doc./Maps	4	**	17	17,488	32	15,538	23	15,249
13. Circulation	6	17,028	21	17,662	29	15,825	27	15,318
14. Spec.Cl1tn.	2	**	27	19,922	32	18,778	36	17,583
15. Other	11	18,915	77	17,343	81	16,427	77	16,331
16. Other:Over 15 yrs. exper.	49	19,024	171	17,704	146	16,010	90	15,294
17. 10 - 15 yrs. exper.	70	17,244	160	16,476	151	15,012	92	14,157
18. 5 - 10 yrs. exper.	105	15,028	280	14,856	330	13,798	179	13,393
19. Under 5 yrs. exper.	126	12,965	303	12,757	427	11,789	250	11,796

** Salary information not published when 4 or fewer individuals are involved.
( ) Number of ARL libraries included.

TABLE 7: AVERAGE SALARIES BY REGION

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
1. Director	35,141	38,095	37,302	35,658	*	29,537	33,684	*	40,340
2. Associate Director	25,351	28,832	*	*	*	22,892	25,106	26,741	30,749
3. Assistant Director	22,855	23,351	24,171	22,856	17,988	22,354	20,753	21,924	26,254
4. Medical/Law Head	25,388	32,589	27,146	26,245	21,807	*	27,839	*	32,699
5. Branch Head	17,912	17,964	17,659	14,931	14,411	15,548	15,609	17,088	19,253
6. Subject Specialist	14,805	15,867	15,648	15,177	13,423	14,341	14,950	15,085	19,228
7. Functional Specialist	16,662	16,446	18,043	18,933	11,555	17,554	16,590	18,318	18,097
8. Dept. Head: Reference	18,131	18,169	17,709	15,246		16,330	16,400	17,657	20,354
9. Cataloging	17,562	17,405	18,620	16,732		17,194	17,708	18,834	20,746
10. Acquisition	16,760	16,425	18,788	16,515		15,466	17,324	17,777	21,943
11. Serials	16,802	16,517	16,013	17,237	14,083	15,569	16,307	16,055	19,318
12. Doc./Maps	*	15,142	14,943	15,907		14,385	14,579	16,456	18,983
13. Circulation	13,605	15,124	17,451	15,488		16,793	15,979	15,320	18,651
14. Spec.Cltn.	*	17,583	19,268	17,892		13,964	18,155	23,273	23,515
15. Other	16,383	16,230	16,126	16,988	13,575	15,388	15,656	16,202	20,595
16. Other: Over 15 yrs. exper.	15,200	16,600	17,006	15,586	13,633	15,331	14,840	16,633	18,781
17. 10 - 15 yrs. exper.	13,890	15,216	14,454	14,550	12,604	14,519	13,639	14,496	18,052
18. 5 - 10 yrs. exper.	13,831	14,491	13,691	13,529	12,544	13,294	12,966	13,604	15,318
19. Under 5 yrs. exper.	11,475	12,243	12,001	11,624	10,104	11,574	11,708	11,730	13,983

REGION	# [1]	ARL ACADEMIC LIBRARIES	STATES INCLUDED
NORTHEAST			
1. New England	8	Yale; Conn.; Boston; Harvard; MIT; Mass.; Dartmouth; Brown	Conn., Me., Mass., N.H., R.I., Vt.
2. Middle Atlantic	14	Princeton; Rutgers; NYU; Columbia; SUNY: Albany, Buffalo Stony Brook; Syracuse; Rochester; Pa; Pa. State; Pittsburgh; Temple; Cornell	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	15	Chicago; Ill.; S. Ill.; Northwestern; Indiana; Purdue; N. Dame; Mich.; Mich. State; Wayne State; Kent State; Ohio State; Cincinnati; Case Western; Wisconsin	Ill., Ind., Mich., Ohio., Wis.
4. West North Central	7	Iowa; Iowa State; Kansas; Minnesota; Missouri; Wash. U., Mo.; Nebraska	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. East South Central	4	Kentucky; Jt. Univ.; Alabama; Tennessee	Ala., Ky., Miss., Tenn.
6. West South Central	8	Tulane; La. State; Oklahoma; Okla. State; Texas; Texas A&M; Rice; Houston	Ark., La., Okla., Texas
7. South Atlantic	14	Georgetown; Howard; Florida; Fla. State; Emory; Georgia; Johns Hopkins; Md.; Duke; N.C.; S.C.; Va.; VPI; Miami	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
WEST			
8. Mountains	6	Arizona; Arizona State; Colorado; Colorado State; Brigham Young; Utah	Ariz., Colo., Idaho, Nev., Mont., N. Mex., Utah, Wyo.
9. Pacific	11	U. of Calif.: Berkeley; Davis; Los Angeles; San Diego Santa Barbara; Southern Calif.; Stanford; Hawaii; Oregon Washington; Washington State;	Alaska, Cal., Hawaii, Oreg., Wash.

[1] * Salary information not published when 4 or fewer individuals are included.
#=Number of ARL libraries in each region.